

Commonwealth of Virginia
Department of Human Resource Management
Workers' Compensation Program



Return-To-Work
A Disability Management Program

What is it?

- It is a team approach to managing disability within our state agencies.
 - ✓ *Assists in cost reduction*
 - ✓ *Is a benefit to our injured/ill employees*
- It is an innovative process that ensures our injured/ill employees are provided the best medical services possible.
 - ✓ *It shows that they are valued employees and involves them in the recovery process*
 - ✓ *It follows a "work-as-therapy" model.*
- It is a unique, flexible program that is able to meet the diverse needs of individual Agencies and facilities.

Why are we offering this?

- To impact the human cost to disability.
 - ✓ *Loss of income*
 - ✓ *Loss of self-esteem*
 - ✓ *Loss of control over ones life*
 - ✓ *Loss of personal and professional relationships*
- To impact the program costs and reduce our agencies premiums.
 - ✓ *We currently incur over \$40 million dollars per year for Workers' Compensation*
 - ✓ *Sustained claims increase disability related costs and Agency supplemental payment costs*
- To impact indirect costs to the Commonwealth and your Agency.
 - ✓ *Cost of replacing the injured/ill worker*
 - ✓ *Cost of hiring temporary employee's*
 - ✓ *Cost of training new staff*
 - ✓ *Reduced productivity among remaining employee's*
 - ✓ *Poor morale resulting from feelings of not being considered a valued employee*

Primary Goals of Return-to-Work:

- Retain our valued, experienced employees
- Provide enhanced benefits to our injured/ill employees
- Safe, timely return of our injured/ill employees back to the work force
- Reduce the costs related to disability

Projected first year results:

- Reduction in the amount of lost work days
- Lower indemnity vs. medical-only claims
- Reduction in litigation

Key Components of the Program:

- Initiate a change in how we perceive individuals who have a temporary or permanent impairment, and realize that they can still be productive individuals
- Provide training to supervisors and employees about the program and how to proactively respond to injuries or illness.
- Assist supervisors and agency workers' compensation coordinators learn how to:
 - ✓ *Communicate with the treating physicians and providing them all the necessary information to assist in returning the employee back to work*
 - ✓ *Maintain continuous communication between the injured/ill employee and the agency to preserve a good working relationship and avoid any possible rift*
 - ✓ *Develop transitional employment duties, which address the employees abilities and treats returning to work as part of the healing process*